FIG. 1

Microsoft SQL Server 2000

Industry_Code
- **Industry_Code**
- Industry_Description

Acct_Info
- **Sponsor_ID**
- Acct_Password
- Acct_Type_Code
- Acct_Type_Date
- Acct_Industry_Code
- Acct_Company_Name
- Acct_Contact_Title
- Acct_Contact
- Acct_Address1
- AcctAddress2
- Acct_City
- Acct_State
- Acct_Zip
- AcctZip3
- Acct_Area_Code
- Acct_Phone
- Acct_Fax
- Acct_Email
- Acct_Company_Size
- Acct_Company_Revenue
- Acct_Domestic_Locations
- Acct_Union
- Acct_Active
- Acct_Notes

Group_Acct_Info
- **Group_Code**
- **Acct_Code**

Group_Info
- **Group_Code**
- Group_Name
- Group_Description
- Sponsor_Code

Sponcer_Info
- **Sponsor_Code**
- Sponsor_Name
- Sponsor_Address1
- Sponsor_Address2
- Sponsor_City
- Sponsor_State
- Sponsor_Zip
- Sponsor_Contact_Title
- Sponsor_Contact
- Sponsor_Phone
- Sponsor_FAX
- Sponsor_Email
- Sponsor_Active_Flag
- Sponsor_Notes

Reports_Run
- **ID**
- Acct_ID
- RG_DTTM
- Job_Code_Selected
- AC1_Selected
- AC2_Selected
- Industry_Selected
- Size_Selected
- Group_Selected
- Annual_Growth_Rate_Selected
- Data_Points_Found

Job_Code_Info
- **Job_Code**
- Job_Title
- Job_Description
- Job_Requirements
- Wage_or_Salary

Area_Code_Info
- **Area_Code**
- Area_Code_State
- Area_Code_Detail

Wage_Info
- **Acct_ID**
- **Job_Code**
- **Area_Code**
- Acct_Job_Title
- Job_Holders
- Work_Week_Hours
- Job_Status
- FLSA_Status
- wage_salary_range_min
- wage_salary_range_mid
- wage_salary_range_max
- wage_avg_base
- wage_low_base
- wage_high_base
- avg_total_comp
- Date_Eff

Wage_Info
- **Wage_Record**
- Acct_ID
- Job_Code
- Area_Code
- Acct_Job_Title
- Job_Holders
- Work_Week_Hours
- Job_Status
- FLSA_Status
- wage_salary_range_min
- wage_salary_range_mid
- wage_salary_range_max
- wage_avg_base
- wage_low_base
- wage_high_base
- avg_total_comp
- Date_Eff

Wage_Info
- **Acct_ID**
- **Job_Code**
- **Area_Code**
- Acct_Job_Title
- Job_Holders
- Work_Week_Hours
- Job_Status
- FLSA_Status
- wage_salary_range_min
- wage_salary_range_mid
- wage_salary_range_max
- wage_avg_base
- wage_low_base
- wage_high_base
- avg_total_comp
- Date_Eff

News_Message
- **News_Message_Number**
- News_Message_DTTM
- News_Message_Text
- News_Message_Exp_DTTM

Links_Messages
- **Links_Message_Number**
- Links_Message_Sort_Order
- Links_Message_Text

Control_Info
- **Control_Field**
- Control_Data
- Control_Description

FIG. 2

Name	Type	Size	Description
Acct_ID	Text	20	Customer Account ID
Acct_Password	Text	20	Customer Password
Acct_Type_Code	Text	1	Type of Account Code -->'C'=Contributor 'S'=Subscriber 'A' Administrator
Acct_Type_Date	Date/Time	8	Expiration Date For This Account
Acct_Industry_Code	Text	10	Industry Code
Acct_Company_Name	Text	50	Company Name
Acct_Contact_Title	Text	50	Account Contact Title
Acct_Contact	Text	50	Account Contact Name
Acct_Address1	Text	50	Account Address 1
Acct_Address2	Text	50	Account Address 2
Acct_City	Text	50	Account City
Acct_State	Text	2	Account State
Acct_Zip	Text	10	Account Zip
Acct_Zip3	Text	3	First 3 characters of Default Zip
Acct_Area_Code	Text	3	Account Default Area Code
Acct_Phone	Text	20	Account Contact Phone Number
Acct_Fax	Text	20	Account Contact Fax Number
Acct_Email	Text	50	Account Contact E-Mail Address
Acct_Company_Size	Long Integer	4	Number of Employees
Acct_Company_Revenue	Currency	8	Total Company Revenue in 000's
Acct_Domestic_Locations	Long Integer	4	Number of Domestic Locations
Acct_Union	Yes/No	1	Flag to indicate whether this account has a union
Acct_Active	Yes/No	1	Flag to indicate whether this account is active or inactive
Acct_Notes	Text	255	Account Notes

FIG. 3

Name	Type	Size	Description
Area_Code	Text	3	Area Code
Area_Code_State	Text	2	State where this area code is used
Area_Code_Detail	Text	100	Local area within state where this area code is used

FIG. 4

Name	Type	Size	Description
Control_Field	Text	30	Area within application which can be controlled by setting the Control_Data filed during setup (administrative function)
Control_Data	Text	50	Data entry which controls how the application behaves
Control_Description	Text	255	A description of the area controlled by the settings

FIG. 5

Name	Type	Size	Description
Group_Code	Text	20	Group code maintained in the Group_Info table.
Acct_Code	Text	20	Account Code Maintained in the Acct_Info table.

FIG. 6

Name	Type	Size	Description
Group_Code	Text	20	Code assigned to the group
Group_Name	Text	50	The name associated with the group code
Group_Description	Text	255	A description of the group
Sponsor_Code	Text	20	The code of the sponsor this group belongs to

FIG. 7

Name	Type	Size	Description
Industry_Code	Text	10	Code assigned to the Industry (may be SIC)
Industry_Description	Text	50	The description associated with the code.

FIG. 8

Name	Type	Size	Description
Job_Code	Text	10	The code assigned to the job
Job_Title	Text	50	The title associated with the job. This field may be used to match jobs.
Job_Description	Memo	–	A detailed description of the job. This field may also be used to match jobs.
Job_Requirements	Text	255	Additional job requirements needed to do the job (i.e. schooling, certifications, etc.)
Wage_or_Salary	Text	1	A one character flag indicating wherher the wage/salary data for the specific job is in $/hour or $/year.

FIG. 9

Name	Type	Size	Description
Links_Message_Number	Long Integer	4	Internally generated number.
Links_Message_Sort_Order	Text	10	The order to be used to display the Link Messages.
Links_Message_Text	Text	255	The actual message to display with the embedded web address to the specified site.

FIG. 10

Name	Type	Size	Description
News_Message_Number	Long Integer	4	Internally generated number.
News_Message_DTTM	Date/Time	8	The date/time of the news message.
News_Message_Text	Text	255	The text of the news item.
News_Message_Exp_DTTM	Date/Time	8	The date/time this message should no longer display

FIG. 11

Name	Type	Size	Description
ID	Long Integer	4	Internally generated number.
Acct_ID	Text	20	The account code of the company running the report.
RG_DTTM	Date/Time	8	The date/time the report was run.
Job_Code_Selected	Text	10	The job code selected for reporting.
AC1_Selected	Text	3	The first Area Code selected.
AC2_Selected	Text	3	The second Area Code selected.
Industry_Selected	Text	10	The Industry selected.
Size_Selected	Text	10	The company size selected.
Group_Selected	Text	20	The group selected.
Annual_Growth_Rate_Selected	Text	6	The annual growth rate entered.
Data_Points_Found	Long Integer	4	The number of data points found for report generation.

FIG. 12

Name	Type	Size	Description
Sponsor_Code	Text	20	The code associated with the sponsor.
Sponsor_Name	Text	50	The name of the sponsor.
Sponsor_Address1	Text	50	Address #1 of the sponsor.
Sponsor_Address2	Text	50	Address #2 of the sponsor.
Sponsor_City	Text	50	The sponsor's city.
Sponsor_State	Text	2	The sponsor's state.
Sponsor_Zip	Text	10	The sponsor's zip code.
Sponsor_Contact_Title	Text	30	The sponsor's contact's title.
Sponsor_Contact	Text	50	The name of the sponsor contact.
Sponsor_Phone	Text	20	The sponsor's phone number.
Sponsor_FAX	Text	20	The sponsor's FAX number.
Sponsor_Email	Text	50	The sponsor's E-mail address.
Sponsor_Active_Flag	Yes/No	1	A flag indicating whether or not a sponsor is active or inactive.
Sponsor_Notes	Memo	—	Comments

FIG. 13

Name	Type	Size	Description
Acct_ID	Text	20	The account ID. This id must be in the Acct_Info table
Job_Code	Text	10	The job code for which there is wage/salary data.
Area_Code	Text	3	The area code of where this job is located. This area code may not necessarily be the Contributor's Area Code.
Acct_Job_Title	Text	50	The job title as entered by the contributor.
Job_Holders	Long Integer	4	The number of people in this specific job for this account in the specific area as specified by the area code.
Work_Week_Hours	Double	8	The number of hours in the work week for this job.
Job_Status	Text	1	F – Full Time P – Part Time
FLSA_Status	Yes/No	1	Whether the job is exempt or non-exempt.
wage_salary_range_min	Currency	8	The minimum wage/salary range for the job.
wage_salary_range_mid	Currency	8	The mid wage/salary range for the job.
wage_salary_range_max	Currency	8	The maximum wage/salary range for the job.
wage_avg_base	Currency	8	The average base wage/salary for the job.
wage_low_base	Currency	8	The low base wage/salary for the job.
wage_high_base	Currency	8	The high base wage/salary for the job.
avg_total_comp	Currency	8	The average total compensation for the job.
Date_Eff	Date/Time	8	The date the information was obtained.

FIG. 14

Name	Type	Size	Description
Wage_Record	Long Integer	4	Internally generated number.
Acct_ID	Text	20	The account ID. This id must be in the Acct_info table.
Job_Code	Text	10	The job code for which there is wage/salary data.
Area_Code	Text	3	The area code of where this job is located. This area code may not necessarily be the Contributor's Area Code.
Acct_Job_Title	Text	50	The job title as entered by the contributor.
Job_Holders	Long Integer	4	The number of people in this specific job for this account in the specific area as specified by the area code.
Work_Week_Hours	Double	8	The number of hours in the work week for this job.
Job_Status	Text	1	F – Full Time P – Part Time
FLSA_Status	Yes/No	1	Whether the job is exempt or non-exempt.
wage_salary_range_min	Currency	8	The minimum wage/salary range for the job.
wage_salary_range_mid	Currency	8	The mid wage/salary range for the job.
wage_salary_range_max	Currency	8	The maximum wage/salary range for the job.
wage_avg_base	Currency	8	The average base wage/salary for the job.
wage_low_base	Currency	8	The low base wage/salary for the job.
wage_high_base	Currency	8	The high base wage/salary for the job.
avg_total_comp	Currency	8	The average total compensation for the job.
Date_Eff	Date/Time	8	The date the information was obtained.

FIG. 15

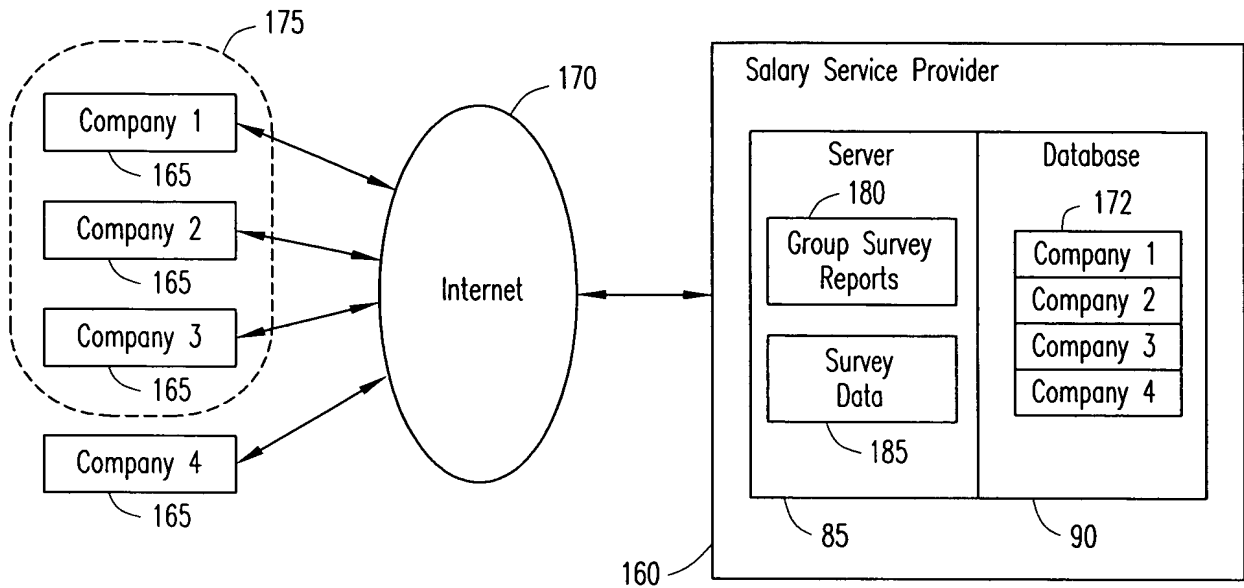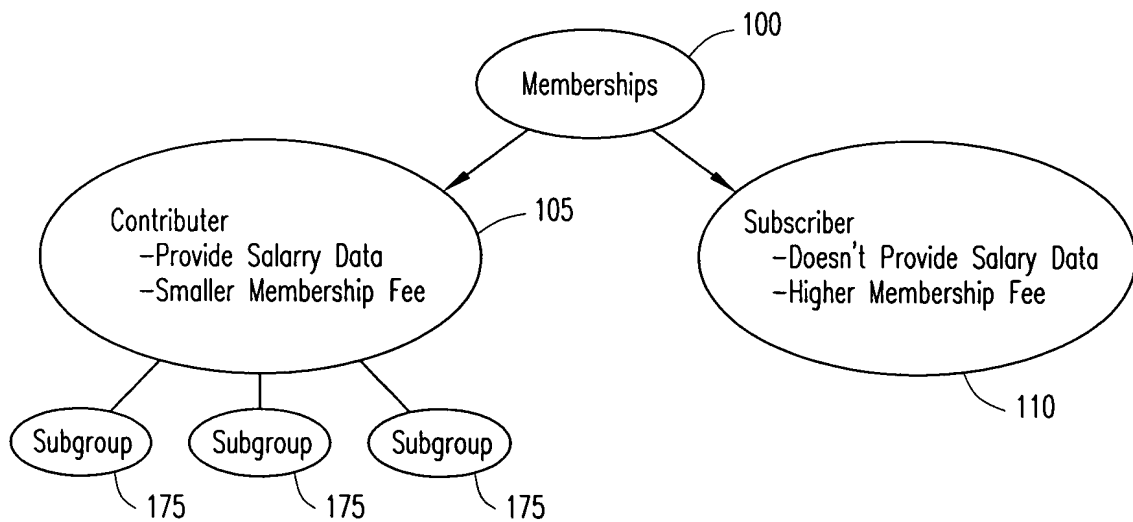| Name	Type	Size	Description
Acct_ID	Text	20	The account ID. This id must be in the Acct_info table.
Job_Code	Text	10	The job code for which there is wage/salary data.
Area_Code	Text	3	The area code of where this job is located. This area code may not necessarily be the Contributor's Area Code.
Acct_Job_Title	Text	50	The job title as entered by the contributor.
Job_Holders	Long Integer	4	The number of people in this specific job for this account in the specific area as specified by the area code.
Work_Week_Hours	Double	8	The number of hours in the work week for this job.
Job_Status	Text	1	F – Full Time P – Part Time
FLSA_Status	Yes/No	1	Whether the job is exempt or non-exempt.
wage_salary_range_min	Currency	8	The minimum wage/salary range for the job.
wage_salary_range_mid	Currency	8	The mid wage/salary range for the job.
wage_salary_range_max	Currency	8	The maximum wage/salary range for the job.
wage_avg_base	Currency	8	The average base wage/salary for the job.
wage_low_base	Currency	8	The low base wage/salary for the job.
wage_high_base	Currency	8	The high base wage/salary for the job.
avg_total_comp	Currency	8	The average total compensation for the job.
Date_Eff	Date/Time	8	The date the information was obtained.

FIG. 16

FIG. 17

FIG. 18

Salary Report

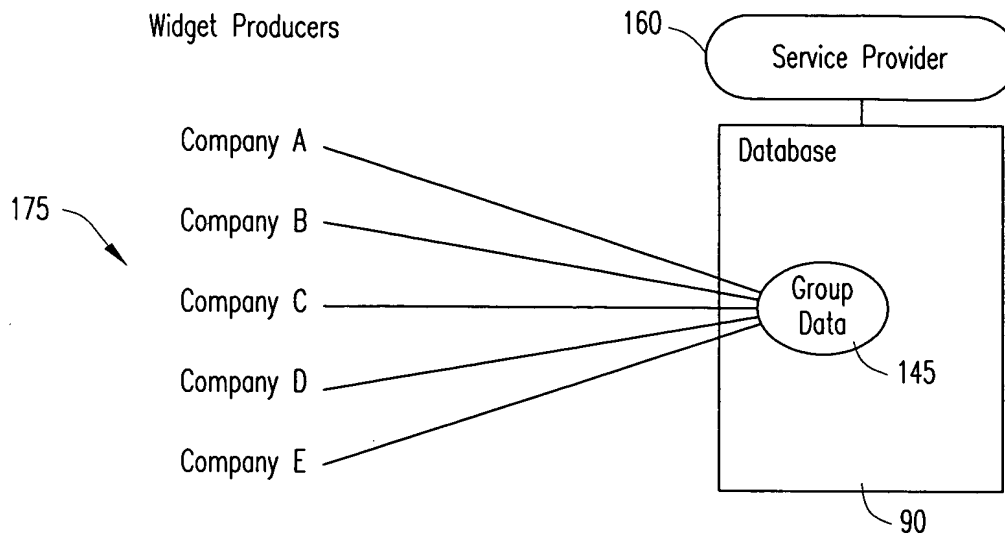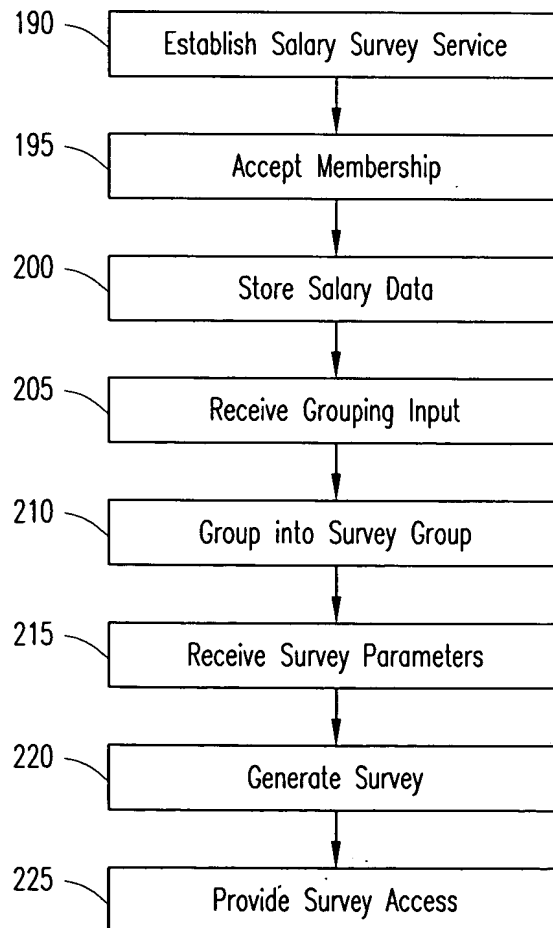|	
Job Code:	C215
Job Title:	**Payroll Clerk**
Job Summary:	Processes payroll time sheets to ensure accurate payroll calculations and compliance with company payroll policies. Applies appropriate tax rates. Prepares special reports.
Job Requirements:	High School plus 2 years of related experience.

Profile of Sample

Area Codes:	516-212	Industry:	Banking	Avg Company Size:	2,423
Records Matching:	53	Number/Exempt:	0	Number/Non-Exempt:	165
Avg. Hrs/Week:	38.45	Total Incumbents:	165		

Processed Wage/Salary Information: (Per Hour)

Avg Base Wage:	$14.77	Avg Range Minimum:	$11.10	Avg Total Compensation:	$14.81
25th Pctl:	$13.24	Avg Range Midpoint:	$14.25	25th Pctl:	$13.36
50th Pctl:	$14.69	Avg Range Maximum:	$16.87	50th Pctl:	$14.83
75th Pctl:	$15.88	Avg Range Spread:	51.98%	75th Pctl:	$15.96
Std Dev:	$0.81				

FIG. 19

Widget Producers

160 ⌐ Service Provider

Company A

175 ⌐ Company B

Company C

Company D

Company E

Database

Group Data

145

90

FIG. 20

190 ⌐ Establish Salary Survey Service

195 ⌐ Accept Membership

200 ⌐ Store Salary Data

205 ⌐ Receive Grouping Input

210 ⌐ Group into Survey Group

215 ⌐ Receive Survey Parameters

220 ⌐ Generate Survey

225 ⌐ Provide Survey Access

FIG. 21